

~~SECRET~~SUPPLEMENT #1
28 January 1964~~SECRET~~
~~EYES ONLY~~
PHOTOGRAPHIC INTELLIGENCE CAREER SERVICECOMPETITIVE EVALUATION SYSTEM

As a direct result of Career Service Board deliberations on the first group of IP careerists to be competitively evaluated, it has been determined necessary to re-define and expand the ratings outlined in the first paper on the Competitive Evaluation System.

The following CE Ratings will hereafter be used in the IP Career Service Competitive Evaluation System:

<u>CE Rating</u>	<u>Definition</u>
1*	Warrants early consideration for advancement.**
2	Warrants future consideration for advancement.
3	At this time should not be considered for advancement.
X	When added to CE Rating of 1, indicates subject clearly possesses high potential for management and supervisory responsibilities in functional areas in addition to that of present assignment.
U	When added to any CE Rating, indicates subject possesses utility in identified functional area or areas in addition to that of present assignment.
D	Indicates CE Rating is deferred (1) to permit further performance evaluation in case of newer employee (2) to permit resolution of "special problems" (e.g., of a security or disciplinary nature). Head of component concerned may request Career Service Board competitive evaluation when occasion demands in advance of annual review.

* Numerical ratings apply to the individual relative to his current functional area of assignment.

** The term advancement is not limited to promotion; it includes such possibilities as reassignment to a position of higher grade, delegations of broader responsibility (e.g., supervision), selection for significant developmental training programs, etc.

~~SECRET~~GROUP 1
Excluded from automatic
downgrading and
declassificationXERO
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